



BOARD OF COMMISSIONERS

1 S. Main St., 9th Floor
Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

PERSONNEL COMMITTEE

MONDAY, MARCH 23, 2009

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda, **AS AMENDED, TO INCLUDE #11A, B AND C**
4. Approval of Minutes dated February 23, 2009 (previously distributed)
5. Public Participation
6. Recognition of Recent Retirees (mailed)
7. Approval of Various Personnel Actions in Public Works Office (mailed)
8. Addition of Two Positions and Upgrade of Two Existing Positions in Community Services Agency as a Result of Economic Recovery and Reinvestment Act (mailed)
9. Update on Employee Online (mailed)
10. Creation of Working Committee to Review Deferred Compensation (mailed)
11. Amendment to Previous Resolution Regarding Non-union Employee Dock Days (mailed)
- 11a. Review of Appropriate Classification for Assistant Director of Macomb County Reference & Research Center (recommended by Education & Training Committee on 3-18-09) (attached)
- 11b. Elimination of Vacant Full-Time Senior Services Assistant Director Position (recommended by Senior Services Committee on 3-19-09) (attached)
- 11c. Adoption of Resolution Supporting Chrysler's Viability Plan Submission to the U.S. Department of Treasury (offered by Board Chair) (attached)
12. Executive Session to Discuss Labor Negotiations
13. New Business
14. Public Participation
15. Adjournment

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6.

HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members

FROM: Douglas Fouty, Program Director, Personnel Services
Human Resources

DATE: March 12, 2009

RE: Recognition of Recent Retirees

The following employees have applied for retirement and have been invited to attend the March 23, 2009, Personnel Committee Meeting:

Name: Michael VandenBoom
Department: Sheriff
Retirement Date: March 13, 2009
Years of Service: 22 years; 6.2 months
County Commissioner: Keith Rengert

Name: Kathy Kobylarz
Department: Friend of the Court
Retirement Date: February 20, 2009
Years of Service: 31 years; 4.3 months
County Commissioner: Kathy Vosburg

Name: Marian Maes
Department: County Clerk
Retirement Date: April 3, 2009
Years of Service: 10 years; 2.5 months
County Commissioner: Keith Rengert

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommend the Approval of Various Personnel Actions in
_____ the Public Works Office

INTRODUCED BY: _____ Commissioner Robert Mijac, Chairperson
_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel 03-23-09



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469-6126

March 13, 2009

TO: Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members

FROM: Douglas J. Fouty, Program Director *DAF* Personnel Services
Human Resources

RE: Recommend the Approval of Various Personnel Actions in the Public Works Office

The Public Works Commissioner has requested the processing of several personnel actions as follows:

1. That a vacant Drain Account Specialist position not be subject to the hiring freeze and be permitted to be filled with a promotion.
2. That the vacant position of Manager, Real Property, currently authorized to be filled 9/1/09, be permitted to be filled on or after May 1, 2009 with a promotion.
3. That the recently vacated position of Engineer II not be subject to the hiring freeze and be permitted to be filled with a promotion.
4. That an Inspector be reclassified to an Equipment Operator.

Because the positions are represented by the UAW and AFSCME, the Public Works Commissioner has requested that these positions, and three subsequent vacancies that are vacant due to the promotions, be posted and filled internally within the Public Works Office.

After the above personnel actions are completed, a position of Typist Clerk III and three (3) full-time Inspector positions will be eliminated and one (1) part-time Inspector position will not be filled in 2009.

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Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members
March 13, 2009
Page 2

The estimated cost to the 2009 budget is a small savings.

The Human Resources Department recommends the approval of the above stated Personnel actions in the Public Works Office.

DJF/mb
Attachment



RECEIVED
MAR 13 2009
HUMAN RESOURCES

Anthony V. Marrocco
Public Works Commissioner
Macomb County

March 13, 2009

MEMO

To: Robert Mijac, Chair, Personnel Committee, Board of Commissioners

From: W. Misterovich, Chief Deputy Public Works Commissioner *WM*

Re: Public Works Office Personnel Changes

Commissioner Marrocco requests Board approval of the following personnel changes in the Public Works Office, which are budgetary cost neutral:

1. Filling of the position of Construction Engineer, which is necessary to supervise on-going construction projects in the county worth an estimated \$20 million.
2. Filling of the position of Real Property Manager.
3. Reclassification of an Inspector to Equipment Operator.
4. Filling of the position of Drain Account Specialist.

It is anticipated that the vacant positions will be filled internally by applicants within the Office. When those positions are filled, subsequent vacancies will be created. Once the subsequent vacancies are filled, again internally, it is projected that we will be in a position to eliminate three inspector positions and one typist-clerk III position to keep the cost to the county budget neutral.

cc: Paul Gielegghem, Chair, Board of Commissioners
Doug Fouty, Human Resources

OFFICE LOCATION: 21777 Dunham Road, Clinton Township, Michigan • Phone: 586-469-5325 • Fax: 586-469-5933

MAILING ADDRESS: P.O. Box 806, Mount Clemens, MI 48046-0806

ENGINEERING: • Phone: 586-469-5910 • Fax 586-469-7693 • **SOIL EROSION:** • Phone: 586-469-5327 • Fax: 586-307-8264

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommend Authorization to Add Two (2) Full-time Positions
_____ and Upgrade Two (2) Existing Positions in the MCCSA
_____ Weatherization Department as a result of the Economic Recovery
_____ and Reinvestment Act of 2009

INTRODUCED BY: _____ Commissioner Robert Mijac, Chairperson
_____ Personnel Committee

COMMITTEE/MEETING DATE

Personnel 03-23-09



HUMAN RESOURCES DEPARTMENT

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Mount Clemens, Michigan 48043
586-469-5280 Fax 586-469-6974
macombcountymi.gov

March 16, 2009

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

TO: Commissioner Robert Mijac, Chairperson
Personnel Committee & Committee Members

FROM: Douglas J. Fouty, Program Director, Personnel Services
Human Resources

RE: Recommend Authorization to Add Two (2) Full-time Positions and Upgrade Two (2) Existing Positions in the MCCSA Department as a result of the Economic Recovery and Reinvestment Act of 2009

The Director of MCCSA has reviewed the Economic Recovery and Reinvestment Act of 2009 and identified significant new Federal funding for the MCCSA Weatherization program. He is requesting to add two (2) full-time positions and upgrade two (2) current positions as a result of this funding.

I have reviewed his letter, dated March 16, 2009, and concur Macomb County needs to be proactive in obtaining the funds and implementing the expanded program expeditiously.

As there is no cost to the County for these additions and upgrades, the Human Resources Department concurs in the request to create and post one (1) full-time Weatherization Supervisor and one (1) Data Maintenance Clerk position and upgrade one (1) current Account Clerk I/II to one (1) Data Maintenance Clerk position and increase the salary of the current Community Operations Coordinator, when the appropriate grant funds are obtained by Macomb County.

DJF/mb
Attachments

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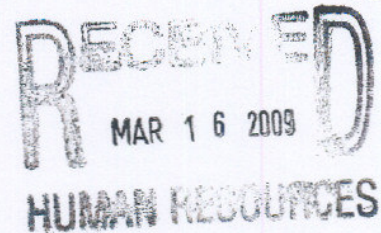
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COMMUNITY SERVICES AGENCY



21885 Dunham Road, Suite 10
Clinton Township, Michigan 48036
586-469-6999 Fax 586-469-5530
macombcountymi.gov/mccsa



Frank T. Taylor
Director

March 16, 2009

TO: Doug Fouty, Director-Personnel Services
Macomb County Human Resources

FR: Frank Taylor, Director *FT*
Macomb County Community Services Agency

RE: Request to Create and Fill Additional Weatherization Positions

During the grant period April 1, 2008, through March 31, 2009, we received \$671,191 to provide Weatherization measures for 212 dwellings. A total of five (5) full-time staff and one part-time temporary employee were used to administer the program.

We received confirmation from the Department of Human Services that our allocation beginning on April 1, 2009 for eighteen (18) months will be \$8,127,986 to provide Weatherization measures for 1,166 dwellings. It is recommended that a total of eleven (11) full-time staff be used to administer the newly funded program. Due to the substantial increase of \$7,456,795, we are requesting approval to hire additional staff to administer the program in an effective manner. We expect substantial funding to support the program through March of 2012. Thus far, the Board of Commissions approved four (4) additional inspectors last month. We conducted an analysis to determine our needs and are requesting additional staff changes. The request is as follows:

Recommendation	Job Title	Current Salary Range	Proposed Salary Range
New	(1) Weatherization Supervisor position	None	\$38,668-\$48,335
New	(1) Data Maintenance Clerk	None	\$28,333-\$35,417
Upgrade	(1) Account Clerk I/II to (1) Data Maintenance Clerk	\$23,925-\$31,373	\$28,333-\$35,417
Upgrade	(1) Community Operations Coordinator	\$46,587-\$58,234	\$53,771-\$67,214

The attached organization chart reflects the proposed changes. All Weatherization positions are grant funded. No County funds will be used to support these positions. Further, these positions will continue only if sufficient grant or external funds are provided.

In order to carry out the contract expectations, it is critical to obtain approval and fill these positions as soon as possible. Thank you for your attention in this matter.

Attachment/

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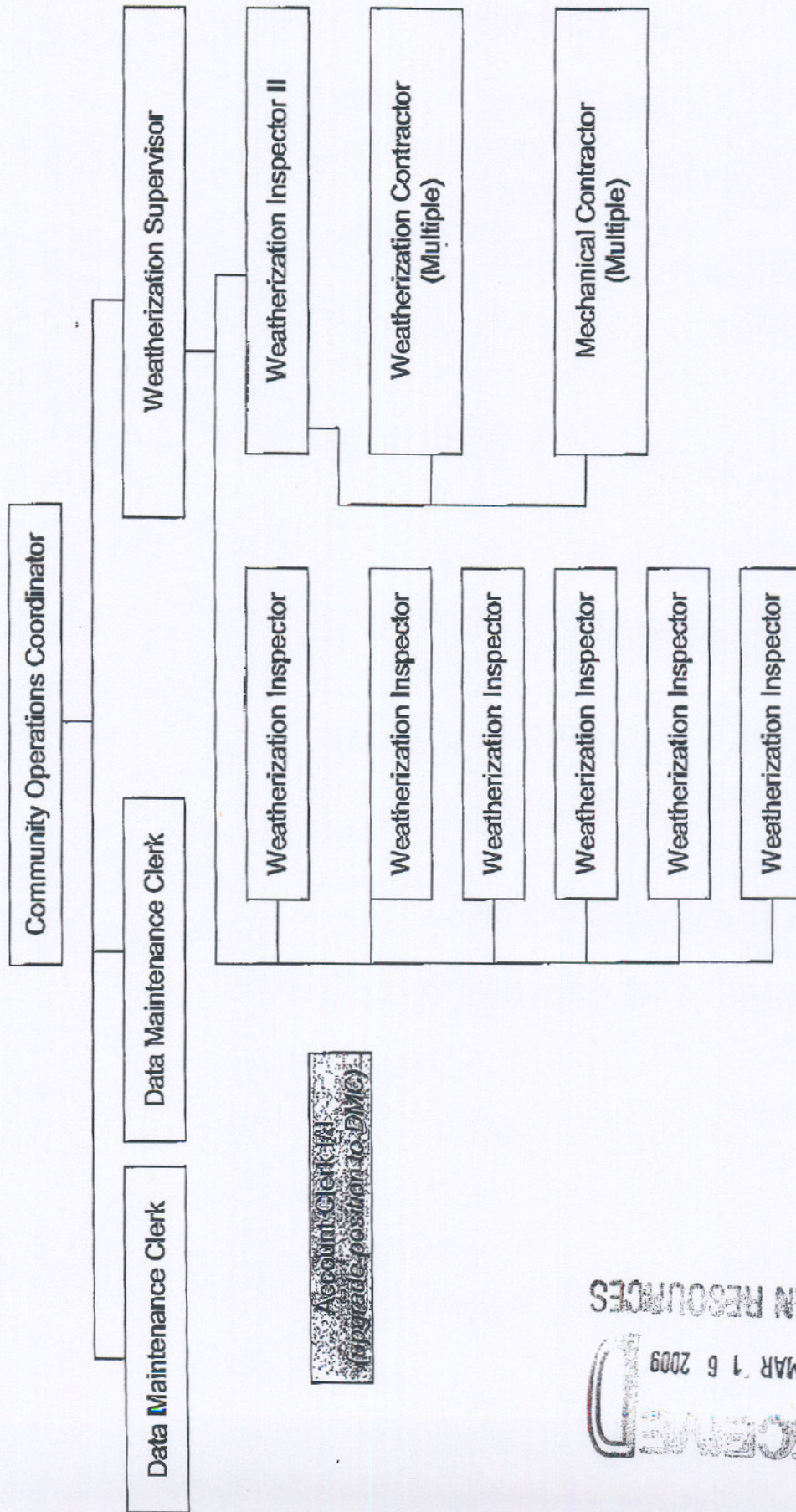
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Programs and services are sponsored by the Macomb County Board of Commissioners and State and Federal grants. MCCSA complies with the Civil Rights Act of 1964, the Michigan Handicappers Civil Rights Act, and the American with Disabilities Act of 1990. To inquire about reasonable accommodations for persons with disabilities please contact MCCSA, Phone or TDD: (586) 469-6999.

MCCSA Weatherization Organizational Chart



Account Clerk (M)
(upgraded position to DM)

RECEIVED
MAR 16 2009
HUMAN RESOURCES

RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____
AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Receive and file Update on Employee Online

INTRODUCED BY: Commissioner Robert Mijac, Chairperson
Personnel Committee

COMMITTEE/MEETING DATE

Personnel 03-23-09



HUMAN RESOURCES DEPARTMENT

10 N. Main St., 4th Floor
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macombcountymi.gov

Labor Relations:
Eric A. Herppich
469-7241

Personnel Services:
Douglas J. Fouty
469-6126

March 13, 2009

TO: Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members

FROM: Douglas J. Fouty, Program Director-Personnel Services
Human Resources

RE: Receive and File Update on Employee Online

As employees and retirees continue to use the Internet, the Human Resources Department is expanding services to this environment.

Employee Online

In the next two months, Human Resources and IT will have a feature available on the Internet for active employees and retirees to access some of their current Macomb County data. This feature contains a wealth of self help menus that will eventually permit employees to conduct online (paperless) business with Human Resources.

Since this is a first for Macomb County, to permit electronic private data access beyond an internal environment, it will be implemented in steps with the initial rollout being a "view only" environment to include items such as, paycheck history, name and address, tax information and a calculation estimator. Later in 2009, another step will provide benefit information and limited self help features. By the middle of 2010, we anticipate a fully functional self help environment.

DJF/mb

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO Recommend the Creation of a Working Committee to Review
Deferred Compensation

INTRODUCED BY: Commissioner Robert Mijac, Chairperson
Personnel Committee

COMMITTEE/MEETING DATE

Personnel 03-23-09



HUMAN RESOURCES DEPARTMENT

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March 13, 2009

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469-6126

TO: Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members

FROM: Douglas J. Fouty, Program Director-Personnel Services
Human Resources

RE: Recommend the Creation of a Working Committee to Review Deferred Compensation

In 2003, as a result of increasing concerns with deferred compensation costs and the rapidly changing markets, Macomb County deferred compensation was revised.

The Macomb County Board of Commissioners retained the accounting firm of Deloitte to assist in the review. This 100% employee funded program was restructured with recommendations from Deloitte, as approved by the Board of Commissioners.

One program element was to limit the deferred compensation contracts to five (5) years and then to conduct another in-depth review. The Citistreet (ING) five (5) year contract ended November 2008 while the ING contract has its five (5) year period expiring April 2009.

In 2003, a working committee was formed to conduct the review. It is suggested the Chair of the Personnel Committee form another working committee to include the following:

Representatives of Board of Commissioners
Tim Rinaldi, Treasurer's Office
Douglas Fouty, Human Resources
Wendy Fisher, Human Resources
John Foster, Finance
Corporation Counsel

It is recommended that the Board of Commissioners commence a five (5) year review of deferred compensation.

DJF/mb

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO _____ Recommended Amendment to Previous Resolution Regarding

Non-Union Employee Dock Days

INTRODUCED BY: _____ Commissioner Robert Mijac, Chairperson

Personnel Committee

COMMITTEE/MEETING DATE

Personnel 03-23-09



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March 13, 2009

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Personnel Services:
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TO: Commissioner Robert Mijac, Chairperson
Personnel Committee and Committee Members

FROM: Eric A. Herppich, Division Director, Labor Relations
Human Resources

RE: Recommended Amendment to Previous Resolution Regarding Non-Union
Employee Dock Days

The Board of Commissioners, at the February 26, 2009 Full Board Meeting, approved several wage and benefit changes for all Non-Union employees. One of those changes was, for the years 2009 and 2010, each Non-Union employee shall be docked six (6) working days consisting of three (3) holidays and three (3) scheduled days.

I am recommending the Board of Commissioners amend this previous Resolution as follows:

For the years 2009 and 2010, each Non-Union employee shall be docked six (6) working days without pay per calendar year. ~~Three (3)~~ **Two (2)** of those dock days utilized will be Memorial Day, Independence Day and Columbus Day. The remaining ~~three (3)~~ **four (4)** dock days shall be requested and scheduled by the employee **(in half day or full day increments)** and will have Department Head approval prior to September 1 of each year, 2009 and 2010, respectively. If an employee fails to take or schedule the remaining ~~three (3)~~ **four (4)** dock days by the end of November, the balance of dock days will be scheduled and taken at the Department Head's discretion prior to December 30th of each year. Dock days will not adversely impact an employee's seniority, time off accruals, discipline, holiday pay or health care benefits. The effect, if any, of the dock days on an employee's retirement benefits, will be as defined in the Macomb County Retirement Ordinance.

EAH/mb

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RECYCLABLE PAPER

11a

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION TO refer to the Personnel Committee review of the appropriate classification for Assistant Director of the Macomb County Reference and Research Center

INTRODUCED BY: D. Flynn, Chair, Education and Training Committee

COMMITTEE/MEETING DATE

Education & Training 3-18-09 APPROVED

Personnel 3-23-09



BOARD OF COMMISSIONERS

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Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

March 9, 2009

TO: Members of the Education & Training Committee

FROM: Commissioner David Flynn, Chair ^{OF}
Education & Training Committee

RE: Appropriate Classification for Assistant Director of the Macomb County
Reference & Research Center

With the completion of the transition of the Macomb County Library to the Macomb County Reference & Research Center, it has come to my attention that the Center has maintained the position of Assistant Director.

With Wayne State University being responsible for the direction and management of the Center, the classification of Assistant Director seems to no longer be appropriate. I am requesting that the classification title of Assistant Director be reviewed by the Human Resources Department to formulate a recommendation for an appropriate classification title that is consistent with needs of the Macomb County Reference & Research Center.

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RECYCLABLE PAPER

RESOLUTION NO. _____

FULL BOARD MEETING DATE: _____

AGENDA ITEM: _____

MACOMB COUNTY, MICHIGAN

RESOLUTION: to eliminate one vacant full time Senior Services Assistant

Director position. (Forward to Personnel Committee).

INTRODUCED BY: Commissioner Susan Rocca, Chair, Senior Services Committee.

PRESENTED BY: Angela Willis, Director of Senior Services

HISTORY:

February 20, 2009:	Resignation of full time Assistant Director
2009 Budget Savings:	\$99,675.52 (Salary and fringe benefits)
2010 Budget Reduction:	\$110,000.00 (Salary and fringe benefits)

COMMITTEE/MEETING DATE

Senior Services 3-19-09 Approved
Personnel 3-23-09

RECYCLABLE PAPER

Official Resolution
Of the Board of Commissioners
Macomb County, Michigan

**A Resolution Supporting Chrysler's Viability Plan
Submission to the United States
Department of Treasury**

Chairman Paul Gielegem,
On Behalf of the Board of Commissioners,
Offers the Following Resolution:

WHEREAS, the Macomb County Board of Commissioners urges support for Chrysler's Viability Plan submitted to the United States Department of Treasury. Chrysler is Macomb County's second-largest employer and provides significant tax revenue to the county, its two largest cities, and the State of Michigan. We are home to two Chrysler stamping plants, which supply parts that go into vehicles built across the United States, and two assembly plants that build the Chrysler Sebring, Dodge Avenger and the Dodge Ram pickup, which was named "Best Buy for 2009" by *Consumer Guide*, "Truck of the Year" by *Truckin'* magazine, and "Work Truck of the Year" by Cars.com. Chrysler provides a livelihood to nearly 10,000 employees who work in Macomb County, in addition to tens of thousands of citizens who work for its many suppliers; and

WHEREAS, Macomb County and its local governments also rely on tax-paying homeowners who work for Chrysler in plants throughout the Detroit metropolitan area. The economic activity supported by these taxpayers and homeowners supports a large number of non-related businesses such as restaurants, service stations and shopping centers. The same is true in every corner of the U.S. where Chrysler has plants, dealerships and suppliers. A Chrysler failure would devastate Macomb County and have a lasting impact across the country; and

WHEREAS, the ability to manufacture heavy goods such as automobiles and quickly re-tool when necessary is a strategic asset to the defense of our country. Chrysler responded to the nation's needs in the 1940s, when American industry turned from consumer to defense production, by manufacturing 18,000 Sherman M4 tanks that were the main combat vehicle of the U.S. and its allies. Many of these tanks were manufactured in Macomb County. Chrysler also supplied a half million Dodge trucks that transported troops and materiel to the front lines. In all, Chrysler supplied more than \$3.4 billion in military equipment to Allied forces during World War II. Chrysler also provided \$1.1 billion in military equipment during the Korean conflict in the early 1950s; and,

WHEREAS, Macomb County is the hub of the U.S. auto industry, which accounts for 4 percent of the U.S. Gross Domestic Product. A thriving U.S. auto industry is an indispensable component of the American economy, and Chrysler is one of only three remaining domestic automakers. Moreover, Chrysler and the other American automakers developed the world's largest automobile market in the U.S., providing a higher standard of living for millions of citizens while giving us one of our most important freedoms: The freedom of mobility; and,

WHEREAS, Chrysler repeatedly demonstrates its corporate citizenship with support of education, child transportation safety and the arts. It also is a champion of diversity in hiring and parts purchasing, having been named to the DiversityInc 2009 list of our country's most noteworthy companies.

WHEREAS, Chrysler has sound plans for recovery from America's current economic distress. Chrysler's focus on more profitable retail sales rather than sales to rental fleets is showing positive signs; while overall industry sales were down in February 2009 because of the poor economy, Chrysler's share of the retail market increased to 11 percent compared with 9.6 percent in February 2008. Chrysler also proposes an alliance with Fiat which would permit U.S. Chrysler plants to build small, efficient cars with a proven record of success in Europe while opening new international markets for Chrysler's U.S.-built trucks and vans.

WHEREAS, Chrysler's vehicles today have the lowest warranty claims in the company's history, with the fewest recalls of all leading manufacturers last year. Chrysler employees are devoted to building quality products. Chrysler's bright future includes the launch of 24 new products within the next 48 months.

NOW, THEREFORE, BE IT RESOLVED that the Macomb County Board Of Commissioners requests, and strongly urges our Congressional representatives as well as our State representatives to support Chrysler's Viability Plan submission to the United States Department of Treasury.

BE IT FURTHER RESOLVED that a copy of this resolution will be transmitted to the Macomb County United States Congressional and State delegations.